

**GRAIN**

DEC. '43





*May this year's Christmas be one of good  
hope. May 1944 bring the greatest gift  
of all . . . Victory for the United Nations.*

# Hart-Carter Company

*Minneapolis*

*Minnesota*





#### So Much of You

There is so very much of you in everything I write.

You shine across my loneliness as stars shine through the night.

You fill my mind with lovely dreams and lift my soul on high,

Until it is a silver bird that sings against the sky!

There is so very much of you in every plan I make,

For something in the smile of you can always seem to wake

The laughter and the song of me—your fingers on my own—

Create for us a garden place, where we can walk, alone!

There is so very much of you in every faith I know—

Perhaps it is because my heart has come to need you so!

Give me a man who knows what he is fighting for . . . and he will fight for what he loves.

#### Take Time

Take time to live. That is what time is for. Killing time is suicide.

Take time to work. It is the price of success.

Take time to think. It is the source of power.

Take time to play. It is the fountain of wisdom.

Take time to be friendly. It is the road to happiness.

Take time to dream. It is hitching your wagon to a star.

Take time to love and be loved. It is the privilege of the gods.

Take time to look around. It is too short a day to be selfish.

Take time to laugh. It is the music of the soul.

Take time to play with children. It is the joy of joys.

Take time to be courteous. It is the mark of a gentleman.

—Dighton Herald

#### The Christmas Pudding

Take some human nature, as we find it,

The commonest variety will do;

Put a little graciousness behind it,

Add a lump of charity, or two.

Squeeze in just a drop of moderation,

Half as much frugality, or less,

Add some very fine consideration.

Strain off all of poverty's distress.

Pour in some milk of human kindness,

Put in all the happiness you can;

Stir it up with laughter every minute,

Season with good-will toward every man.

Set it on the fire of heart's affection,

Leave it till the jolly bubbles rise;

Sprinkle it with kisses, for confection,

Sweeten with a look of loving eyes.

Flavor it with children's merry chatter,

Frost it with the snow of wintry dells,

Place it on a holly-garnished platter

And serve it with the song of Christmas bells.

—Anonymous.

#### It's Hard Sometimes—

To apologize

To begin over

To take advice

To admit error

To face a sneer

To be charitable

To avoid mistakes

To keep on trying

To keep out of a rut

To obey conscience

To profit by mistakes

To forgive and forget

To think and then act

To shoulder deserved blame

To dispute underhandedness

To make the best of a little

To subdue an unruly temper

To recognize the silver lining

To accept just rebuke gracefully

To smile in the face of adversity

To value character above reputation

To discriminate between sham and real—

BUT IT ALWAYS PAYS!

Make no little plans; they have no magic to stir men's blood and probably themselves will not be realized. Make BIG plans; aim high and hope and work, remembering that a noble, logical diagram, once recorded, will never die, but long after we are gone, will be a living thing, asserting itself with growing intensity.

—Daniel Burnham

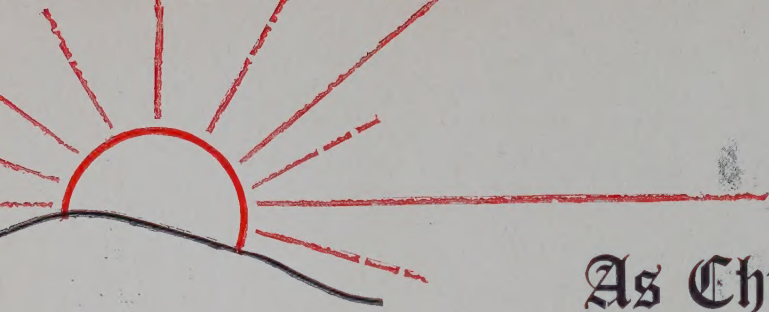
MAKE THIS A RED, WHITE and BLUE CHRISTMAS!

Give

**WAR BONDS**

THE PRESENT with a FUTURE!





## As Christmas Day

### Dawns

Fulfillment of our hopes for TOMORROW finds assurance in the clear vision, staunch faith and stout heart of youth of TODAY.

## A Prayer

**W**HEN minds of men are turned against You,  
O God, have mercy on our souls.  
When voices of men call upon You,  
O God, pay heed to all our prayers,  
For we are slow and blundering thinkers  
Whose minds deny that which our hearts  
Believe is true.

When hands of men kill and destroy,  
God, help the young and innocent.  
When bodies of men lie slowly dying,  
God, give their minds comfort and release.  
But this, above all else, we ask,  
O God, be patient with this world that  
You created.

For there is hope.  
While one voice is lifted in a joyous song,  
While one person, freehearted, executes a dance,  
While one artist can create an image,  
While one song, however poor, is still composed.  
If words written anew present a different thought  
Then there is hope.  
While one child laughs  
While one woman loves  
While one man works  
While one old person remembers

If one youth dares to dream  
Then there is hope.  
While man discovers one new thing on earth  
While man creates one new machine  
While a farmer plows one field  
While a laborer lifts one stone  
If a doctor saves one life  
Then there is hope.

We pray, not to destroy our enemies,  
But ask of You, instead, O God,  
The wisdom, strength and patience for teaching  
That, in teaching, we may also learn.  
We pray not only for this generation  
But for the one that soon shall be.  
Our prayer is this:

May our children never know the horror  
Of a tyrant's rule,  
But live and love and laugh without that fear.  
May our children never know the horror  
Of another war,  
But live and love and laugh in peace;  
Building their homes;  
Raising their families;  
Doing their work;  
Singing their songs;  
Without fear of future wars.

From the pen of

*Youth*



# Safety Class Valedictorian Frank E. "Slim" Carlson Unfolds the Science of HUMAN ENGINEERING

FRANK CARLSON, or "Slim" as he is fondly known to so many, gives his readers a post-graduate course in the science of applied psychology as it relates to supervisory employees—from the plant manager to the departmental foreman. Interested in safety endeavors for years, the author has been accorded many unsought honors for his outstanding work, most recently included among which were top recognition at Safety School graduation exercises, and head post of the active Duluth-Superior Industrial Safety organization.



Mechanical Superintendent under Walter Teppen at Russell Miller Mfg. Co.'s Occident Terminal in Duluth, both have actively engaged in the affairs and conventions of the Superintendents' Society, before which progressive body this treatise was presented.

Agreed that much parallel information is hard to get into, we'll dare you to try to stop reading before you finish this toothsome manifestation.

THE subject, "Conservation of Man-Power," is entirely too large for anyone to adequately cover in one evening, but I shall try to touch briefly on a few points which I believe to be the most important in the field of Accident Prevention; namely, **MANAGEMENT, SUPERVISION, and NEW EMPLOYEES.**

One of the first things President Roosevelt did after his secret meeting out on the Atlantic Ocean with the Prime Minister of England, Winston Churchill, was to issue a proclamation calling upon the officers and directors of the National Safety Council to mobilize its nation-wide resources in leading a concerted and intensified campaign against accidents, and called upon every citizen, in public or private capacity, to enlist in this campaign and do his part in preventing the wastage of human and material resources of the nation through accidents. This proclamation was made on August 18, 1941, at Washington; a fund was set up and as a result a large number of students were given training in Safety Engineering Defense Training classes offered under the U. S. Office of Education in an attempt to furnish trained Safety Engineers or Safety Preventionists for our vast war production program.

Someone said—possibly Winston Churchill—that 1942 would be the most crucial year since the birth of Christ, because the events of this year would probably determine whether the Axis or the Allies will eventually win this war, whether the world will be enslaved or free peoples continue to live on this earth. Certain it is that our country is facing its most critical times since the Civil War.

## Increased Tempo Causes Losses

WE all know that this is a war of production of assembly lines and factory output. It isn't just a little more armaments that we consistently need, but an overwhelming amount more, and we need them right now. With any such vast production program comes a definite increase of accidents due to a number of reasons, three of which I shall touch on lightly:

1. New employees.
2. Scarcity of Supervision.
3. Insufficient training.

Is it any wonder that the President, in his talk to the nation in February of that year, again made a plea for extra precaution, called for **uninterrupted production**, stated that extra tanks, guns, planes, ships, etc., were needed; called for new plants, additions to old plants, more men to run them; saying that upon our ability to produce rests the difference between life and death of thousands of our men in our armed forces. He also stated that each of us is considered **indispensable** in a unified nation, and added that never before have we had so little time to do so much.

New employees, and scarcity of supervision? There is a question in my mind as to which of these should have first place, for as far as conservation of man-power and materials are concerned they are perhaps of equal importance. The new employees' chances for injury are six to eight times greater the first day over the next five days, and are 400 to 800 times greater the first day than they are six to twelve months later, according to the U. S. Department of Labor.

## Easily Approachable Supervisors

THIS applies, to a certain degree, to older employees when they are shifted to a new job. This in a measure shows us how important it is to take care of the new employees, but

on the other hand it also shows us how important it is to have the proper kind of supervision, for it is only through the right kind of supervision that the new man's chances of injury can be cut down. The supervisor must be easy to approach, he must be capable of allaying the fears of the new employees, he must be patient, and I emphasize again—he must be easy to approach. I know of supervisors who are so hard to approach that the men will take chances rather than face them.

The job of Supervisory Employee, under normal production conditions, roughly embraces the following duties: to train new employees, to execute orders from top management, to provide leadership, and build loyalty, to transmit regulations from top management to the ranks, and grievances from the ranks to top management. To these duties are added such details as inventories, enforcing safety and health regulations, keeping within the budget, recommending promotions and pay increases, and watching for the welfare of employees off the job.

Production for war has added to the duties of the Supervisory Employee. Today he must cope with green help, longer hours, night shifts, new plants and machines, material shortages, ma-



## OLD PETE SAYS-

Safe thinking must not stop with the quitting whistle. It's a 24-hour responsibility!



chine maintenance, and above all, the ever-increasing demand for more production, faster production, and better production. With hundreds of thousands of workers being trained almost overnight to fill new jobs in our plants, there simply aren't enough supervisors to go around. Daily it becomes more and more difficult for shop foremen and department heads to pay adequate attention to the individual worker, to keep close watch on every job being done, and the result is not only an increasing number of injuries, but a tremendous amount of material spoilage, and this in turn slows down production.

Supervisory employees for the most part come from the ranks of the experienced skilled worker in industry. I read somewhere not long ago that if every single man qualified by skill and length of service in the aviation industry were to be made foremen, adequate supervision could be provided for only a fraction of the workmen now in aviation plants. This, in varying degrees, is the story of every war booming industry and of industry as a whole.

#### Takes Daniel Webster Apart

**S**AFETY and Production go hand in hand. Perhaps we can better understand this if we try to define the word accident. The dictionary says it is an *unforeseen event*. I do not agree with this inasmuch as it is possible to get oneself into such a posi-

tion that he can see the accident, but can do nothing about it. For instance, a man could get his foot caught in such a way on a railroad track that he could not free himself; also he may see the oncoming train, but is unable to get loose. There you have an event, but it was foreseen by at least one person.

But I like the way Mr. R. P. Blake of the U. S. Department of Labor defines an accident as "Any occurrence that interrupts or interferes with the orderly progress of the activity in question", and I firmly believe there can be no orderly production if accidents are not checked.

Just what can be done to minimize the losses through accidents in our plants? I must say that individual efforts at safety are to be encouraged of course, but there must be a unified or organized Safety Program set up if we are to expect results. A scientific approach to the prevention of accidents is just as necessary as it is toward production. I might mention here the fundamental principles for approaching accident prevention scientifically. There are three basic principles involved, and they are quite simple to understand:

1. The creation and maintenance of active interest in safety.
2. Fact finding.
3. Corrective action based on the facts.

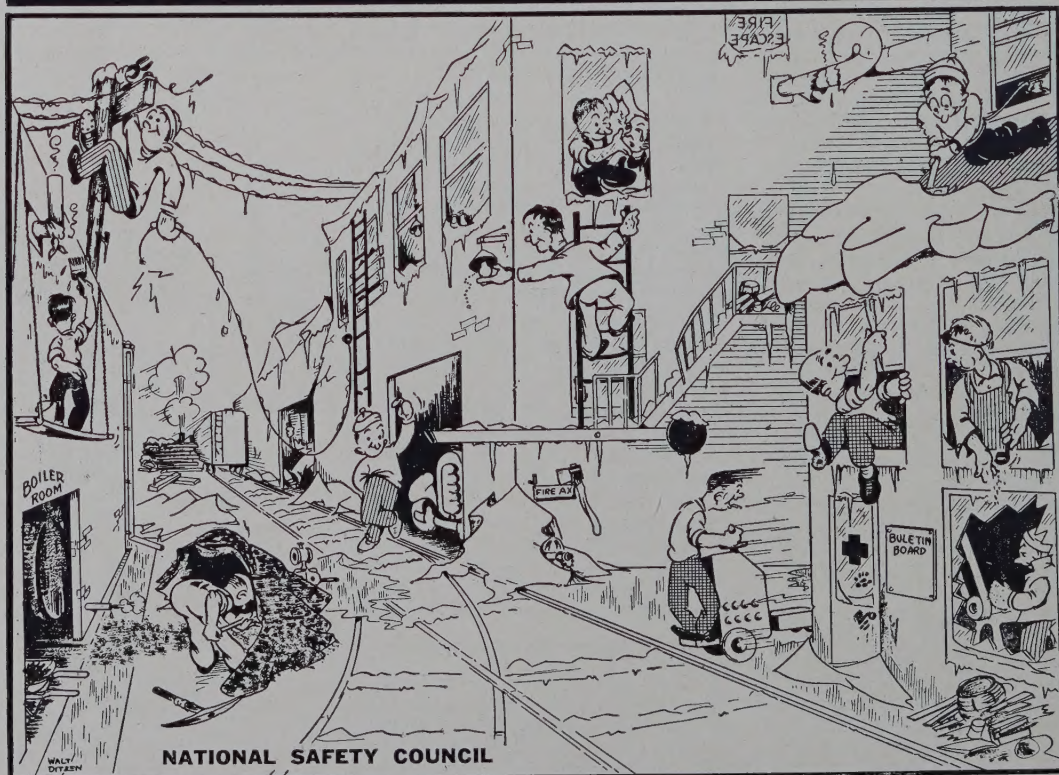
The creation and maintenance of

active interests in safety is the number one principle and our first concern. I mention *active interests* because too often safety in industry is treated as an afterthought or side line, and no healthy safety program can be built with that sort of an attitude. Remember this, *that the drive for safety must come from management*. By that I mean the highest acting head, or let us call him *top management*. In well managed industrial organizations when the chief executive or top management wants to make any change in policy or procedure for production, employment, etc., he issues the necessary orders and then follows them up to see that the new plan is being carried out. That is simple enough, isn't it?

The point I am trying to get at is that in issuing his orders he does not go directly to the workers, instead he works from the top down through the organization, so that every person in a position of responsibility fully understands, first, what is wanted, and second, just what he is expected to do about it. This also constitutes the essence of successful executive direction of safety provided the "chief" makes it clear that he really wants safety, because any employee will try hardest to accomplish whatever his superior appears to want most. Therefore, I say the safety program must be supplied from the top with *Leadership and executive drive*.

Number two covers *Fact Finding*,

## WHAT'S WRONG WITH THIS PICTURE?



NATIONAL SAFETY COUNCIL



which gives to us the necessary information to form our line of attack, such as job analysis, keeping a complete record of past accidents, etc., and if we are smart we won't wait for an accident to happen so we might learn about it, but rather profit by the experiences of others. At any rate, get all the facts and the third corrective action based on the facts speaks for itself.

#### Science of Facts, Phenomena

**A**CCIDENT prevention can be portrayed as a science, and as a work that deals with facts and natural phenomena. Knowledge of the factors in the accident sequence should be our guide and should assist all of us in selecting a point of attack in this important work of preventing accidents. Hienrich, the author of a book called "Industrial Safety", has given us five factors in a sequence that finally results in an injury:

1. Ancestry and environment.
2. Fault of person.
3. Unsafe Act.
4. Accident.
5. Injury.

The first factor is called *ancestry and social environment*. Recklessness, stubbornness, and other traits of character may be passed along through inheritance. Environment may also develop undesirable traits of character, and either of these may cause a fault to be committed by a person.

*Fault of person* is the second important factor in the accident sequence. Such faults—either acquired or inherited—as recklessness, violent temper, nervousness, excitability, and ignorance of safe practices, certainly constitutes proximate reasons for committing unsafe acts or for the existence of both physical and mechanical hazards.

The third factor is the *unsafe act*. This covers the unsafe act as mechanical or physical hazards. This, by the way, is the one factor that we can do something about for by removing the unsafe act from the sequence we can have no injury or even the accident.

The fourth factor is the *accident*—like falls, struck by flying object, etc.

The fifth is the *injury* caused by the accident.

Not all accidents lead to injury. These are called near-injuries, but when an injury occurs—what we want to know is *what* caused it. We may be satisfied that a certain fall caused an injury, but what we must find out is what caused the fall. When we locate that, we have discovered the unsafe act.

Causes of all accidents fit into two groups:

1. Physical conditions, such as unguarded machinery, etc., which cause 10% of the accidents.

2. Unsafe practices or the human element, which constitutes 90% of all unsafe acts or hazards.

At this point I would like to introduce safety's important trio, the three "E's". They can be used for the correction of practically all of our safety problems: *Engineering—Education—Enforcement*.

*Engineering*, for instance, will take care of the 10% I mentioned that are caused by physical conditions, such as guarding machinery, straightening a curve in the road, building an overpass above railroad tracks, etc. The correction depends upon the amount of work involved, but its safety value is quite permanent.

*Enforcement* can sometimes bring almost immediate results. There are cases that seem almost impossible to reach in any other manner, but while it may have a high degree of effectiveness when new, it tends to slide off rather rapidly. You can't watch everyone that close.

*Education*, the central "E" of our trio, is comparatively slow to bring results. It may be months or longer before improvements may be shown. However, when results are obtained through safety education they prove, in most cases, very lasting and of great value because the individual can apply them everywhere—at home, at work, and on the highway.

## STILL OUT IN FRONT! AFTER 15 YEARS



His experience with REXALL Belting dates from 1928. Today REXALL is standard in his plant for elevating and conveying grain and feed, also bag conveying.

Strictly Pre-War Quality

# IMPERIAL BELTING COMPANY

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## 90% of Mishaps Correctable

You will remember I said that 90% of all the accidents are caused by the human element or unsafe practices. By far the largest part of that 90% can best be corrected by education. But in dealing with education we are dealing with human beings, and individuals may react differently to the training. Consequently the instructor must be capable and patient. To make safety consciousness an integral part of one's self may require years, however, safety consciousness is so valuable to ourselves and our families that it is well worth the time and effort we put forth to acquire it—and one thing in its favor is that safety consciousness can be acquired at the same time other activities are being followed.

[CONCLUDING PORTION NEXT MONTH]

## THE WORLD'S GREATEST MENACE

By R. Caygill

I've killed more men than all the wars, though frightful they have been,  
I've ruined more lives and wrecked more homes than drink or plague has seen.  
I've spared no one, the rich, the poor, they're all alike to me,

The young, the old, the weak, the strong, whatever they may be.  
I cast my shadow everywhere, in city, town or farm,  
You'll always find me lurking round where I can do most harm;  
Even the little tots at school, so innocent and gay,  
I've stricken by my power, because they crossed my way.

In aeroplanes, in motor cars, or on the ships at sea,  
At home, or in some foreign land—it's all the same to me.  
Widows and orphans know me well,  
I've caused them many a pain,  
And you can take my word for it, I'll do the same again.

Yet, strange to say, my strength is known, they've printed signs "BEWARE!"  
"LOOK OUT!"—for me and other things, *but no one seems to care;*  
So I go on my merry way, whilst others pay the cost,  
And every day, and every hour, through me some lives are lost.

A prince of robbers too I am, in fact I have no peer,  
I steal more than three hundred million dollars every year.  
I give to none, I take from all, I crush, I maim, I kill,  
And do my work relentlessly and also with much skill.

Millions of cripples have I made, to ALL I bring distress,  
This is my daily work in life—my name is

CARELESSNESS!

## SAFETY RULES Sack Department

1. Never carry sacks on manlift. Use stairs or freight elevator.
2. Stand to one side when you are cutting the binding wire on bales of sacks or packing cases.
3. Never push a hand truck "blind." Watch your knuckles on the walls.
4. When hand trucking be alert for slippery or uneven spots on the floor. Watch out for spilled grain on the floor.
5. Always look in the direction you are walking. Be careful of the other fellow. Avoid taking unnecessary chances. Carry only what you can handle easily.
6. Loose or long trouser cuffs are dangerous. Badly worn or ill-fitting shoes with loose laces are unsafe. Wear proper clothing for the job you are doing.
7. Always get first-aid for every cut or scratch no matter how slight. Remember most infections start from small scratches.
8. Keep all oil, grease, grain, water or any other material that might cause slipping or stumbling cleaned up off the floor at all times.
9. Never push waste, scraps, or rubbish into corners. Help keep your department clean.
10. Never use boxes, benches, or other makeshifts instead of ladders. Never use broken ladders or one without safety spikes or rubber stops.
11. Never use any tool in such a way that if the tool slips it can injure hand or body.
12. Do not remove guards or other safety devices unless necessary, then replace them before resuming operations.

—Albers Bros. Milling Company.

## MORE AND MORE

THEY ARE

*Turning*

TO

## IN-FIL-TRO-FLEX By MANY

For REPAIRING BRICK and CONCRETE

Naturally! Because Many's long years of experience, scientific principles and skilled engineering assure satisfactory results of a most enduring character.

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System — a complete job of many exacting operations.

**B. J. MANY CO., INC.**

30 North La Salle St., Chicago

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Baltimore (Md.) Life Bldg.



Snooper, the Boiler-room Cat, says: Holding ATTENTION to Safety under a full war load is a big job, but one that must be fulfilled if we are to make the fullest use of our manpower in industry.—C. Gibson Franks, Chicago.



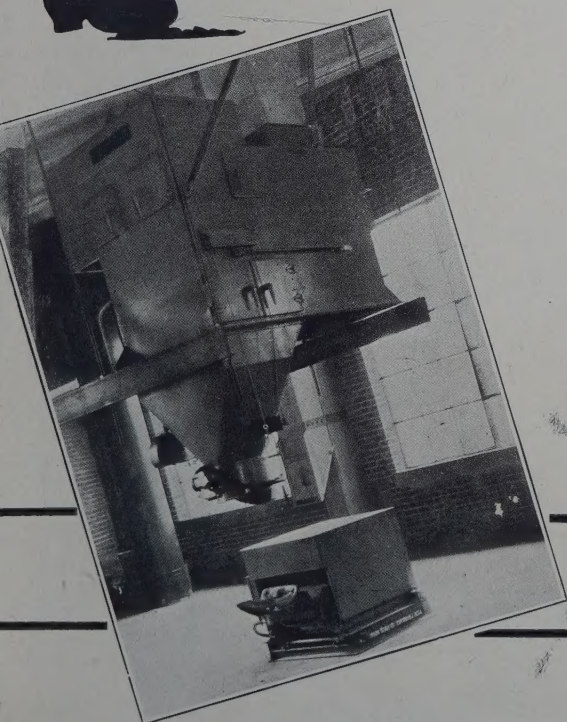


# WHAT?

## Grandma IN THE PACKING ROOM?

You may never come to this, but even if you do, grandma *could* weigh, fill, pack, check-weigh *and* sew five one-hundred pound bags of mixed feed per minute and still be as fresh as a daisy at the end of the day.

She wouldn't need grandpa to help her either!  
But she would need the



## RICHARDSON ONE-MAN UNIT PACKING SYSTEM

### Investigate!

Richardson Scale Co.  
Clifton, N. J., or 37 W. Van Buren St., Chicago



# Wheat Improvement and *Laboratory Control of Storage* and Merchandising

An Address by HARRY R. CLARK, Chief Inspector and Weighmaster,  
Omaha Grain Exchange, before Society of Grain Elevator Superintendents' Convention

**M**Y choice of this subject is obvious as it ties in very closely with the duties of an elevator superintendent.

Billions of bushels of wheat have been converted into bread since the Mennonites of Russia gave us Turkey Hard Winter Wheat and the Canadian Government originated Marquis Spring wheat. For years these two wheats were our principal bread wheats and they are still very fine varieties. However since their introduction hundreds of varieties of hard winter and spring wheats have been originated. A very few of these varieties are desirable, a few are good, but the large majority are indifferent bread wheats.

## Improvement Effort Outgrowths of Drouth

**D**URING the last several years of drouth more and more of the poorer varieties were not available. This condition of course was not to the mills' liking and something had to be done to correct this condition. The solution was to organize wheat improvement associations. At the present time in the middle-west we have the Northwest Crop Improvement Association, the Southwest Improvement Association, and the Kansas, Texas, and Nebraska Wheat Improvement Associations. Sponsors of these Associations are the milling industry, grain industry, Agricultural colleges, railroads, banks, insurance companies, newspapers, etc.

Splendid results have been the answer of this wheat improvement work. These results were accomplished only by a great deal of hard work by the sponsor committees, the retaining of full time men to conduct the work and the expenditure of large sums of money. Some of the activities of these associations are: Better crop special trains; seed treatment demonstrations for farmers; issuing circulars, bulletins and other printed matter conducive to the dissemination of information on crop improvement; sponsoring farmers adoption of superior varieties and distribution of seed.

Our agricultural colleges deserve much credit for their work in originating varieties of wheat having resistance to rust, drouth and fly infestation. Much attention has been given by the colleges to the milling value of new varieties. With sufficient rainfall and good growing conditions, there is no question in my mind that in the next five years a great improvement will be noticed in the quality of wheat.

## Laboratory Control of Storing and Merchandising

**P**RIOR to 1916, the average elevator superintendent had a pretty soft job, and his general appearance showed it. He was erect of carriage, no lines of worry in his face and not a grey hair in his head. The reason for this self-satisfaction and well being, as some of you will remember, was these grain standards in effect at that time:

Number One Hard Winter Wheat: Shall include all varieties of hard winter wheat, sound, plump, dry, sweet and well cleaned and weigh not less than 61 pounds per bushel.

Number Two Hard Winter Wheat: Shall include all varieties of hard winter wheat of both light and dark

colors, dry, sound, sweet and clean, and weigh not less than 59 pounds per bushel.

Number Three Hard Winter Wheat: Shall include all varieties of hard winter wheat of both light and dark colors, not clean or plump enough for Number Two and weigh not less than 56 pounds per bushel.

Number Four Hard Winter Wheat: Shall include all varieties of both light and dark colors. It may be damp, musty or dirty, and weigh not less than 50 pounds per bushel.

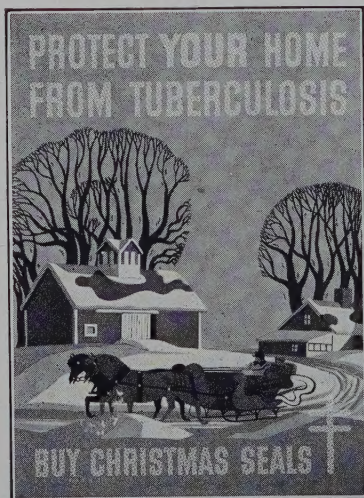
That was the extent of the numerical grades prior to 1916, so you can readily see why an elevator superintendent at that time had very little to worry about.

## Super Takes the Brunt

**W**ELL along came 1916, and with it came the U. S. Federal Grain Standards. Superintendents as a whole didn't care much about this change, because it meant the scrapping of their routine of handling wheat. The new standards meant definite limitations for moisture, foreign material, test weight, damage, dockage and varieties. Many of us thought the new grades would prove impractical and pass out of the picture, but they were here to stay. Everybody wrestled with them, made a lot of mistakes, but finally conquered them, but at a cost. No longer was the superintendent's brow free from worry, his carriage quite as erect, nor his hair free of grey.

Sups went along for a few years and were beginning to think the world was a good place to live in. Then rumors were heard that the millers were paying a lot of attention to protein and were going to buy wheat on that basis. Surely this couldn't happen, but it did. Early in the 1920's the Kansas State Grain Inspection Department installed a protein laboratory, then the Missouri State Grain Department, the Omaha Grain Exchange in 1924, and in 1926 the Minnesota State Grain Inspection Department; soon it was universal.

The superintendent found he had a real problem on his hands when he had to bin wheat according to protein content along with other grading factors. This problem was in time solved and a good job was done in handling wheat the new way. Of course this new idea further increased the lines in the superintendent's brow,





accentuated the stoop in his shoulders and the grey was noticeable in his hair. Grain Standards in the passing years have been changed at intervals, usually tightening the limitations, always making your job a little more difficult.

During the past few years the public has become more critical about such things as color, crumb structure and volume in a loaf of bread. The bakers in turn have been more critical and exacting when purchasing flour. The mills of course had the problem dumped into their lap and proceeded to do something about it. Their scientists and chemists started to devise ways and means of finding out more about the wheat they were buying and grinding. A dough recorder was invented, which measures mixing tolerance and the optimum mixing time of doughs. This dough recorder also does a good job of indicating varieties of wheat. Then there is the pressure meter, which measure the sugar content of flour, which indicates the sugar formula. Varieties having high gassing power will be the natural choice of the millers.

This research work done the past few years has made the miller a more critical and exacting buyer than ever before.

#### Gassing Power a Grading Factor?

**D**URING the past year or so, there has been an increasing amount of wheat purchased by mills on a complete milling and baking analysis. These analytical purchases have been numerous in our market, and I am sure that is true in other terminals. The demand for milling and making analysis became so strong in our market that our directors appropriated \$5,000 for the installation of a complete milling and baking laboratory. We operate this laboratory to capacity. In my opinion, superintendents will have additional responsibilities on their shoulders. In addition to the factors now involved in the binning of wheat, you might expect the factors of ash, gassing power, mixing tolerance, absorption, fermenta-

tation, oven spring, loaf color, crumb color, etc., to be added.

Milling wheat, merchandised on laboratory reports, has its compensation, however, as the grain man will be able to sell at a better advantage and the miller and the baker will be able to make a better product. The elevator superintendent will broaden his education and become a still more valuable employee to his firm. Perhaps the beginning and merchandising of wheat on analytical reports seems far fetched, but I sincerely believe milling wheat will eventually be purchased to a large extent on laboratory tests. Don't let what I have said worry you too much, for when the time comes you will take this problem in your stride like you have conquered the many problems in the past.

In closing, let me compliment the elevator superintendents of North America for the very efficient manner in which they have handled a very difficult job.

#### Wheat Quality Up

Protein content of hard milling wheats is averaging slightly higher than a year ago. The quality of this year's crop is not only higher than that of 1942, but than for the eight years preceding.

#### Special Feed-Grain Trains

Large concentrations of box cars are being maintained at Buffalo, Erie and Toledo to handle the present rush of grain to eastern ports for storage. The Association of American Railroads is slow in releasing more box cars for use in moving feed grain from Canada, although it is stated that present government plans call for the importation of another 75-,000,000 bu of feed grain during the current feeding year. A total of 184-,000,000 bu of grain will have been shipped on the lakes for the season, compared with 118,000,000 bu for the same period last year. Approximately 100,000,000 bu more will have to move from Canada by rail before July 31st.

#### 50 Cars Daily to Canada

A movement of 50 box cars daily into Canada to ship out feed grains badly needed in deficit areas not sharing in receipts from the record Great Lakes shipments was started Dec. 6, according to the Ass'n of American Railroads. The Canadian grain will be shipped through the western mountain states and Minneapolis. Approximately 2,000,000 bu can be imported in this manner per month. Eastern railroads will furnish the box cars which will be disbursed through Chicago onto the CPR and CNR. Cars empty through Chicago and go as far west as Puget Sound to load grain, railroad officials say.

#### Afloat Storage Up

Approximately 50,000,000 bu of grain will be stored on vessels making their last trips down to Buffalo. The cargos will be docked so they can be unloaded during the winter as crowded elevator space clears. Special feed-grain trains are distributing accumulations at Buffalo, Erie and Toledo just as rapidly as possible. With all larger ore vessels authorized for winter storage, the final tonnage afloat will approach record high proportions.

#### Abandon Grain Boat

The Sarnian, driven aground Dec. 10 in a storm off Pt. Isabelle in Lake Superior, was abandoned a few days later. An attempt will be made to salvage its cargo of barley. (Bet Jack Smith had something to do with the naming of this bottom.)

#### Canada Ends Restrictions

Canada's wheat acreage reduction program, instituted in 1943 to encourage a switch from wheat to coarse grains, will be discontinued. When all the 1943 payments have been made the program will have cost the public treasury about \$80,000,000. Acreage was reduced in 1940 from 28,726,600 to 17,500,000.

## Ask Any STEINLITE User NOW!



The STEINLITE One Minute Moisture Tester.

"HEADQUARTERS" for scales, triers, sieves . . . all grain and seed testing equipment.

You've probably been thinking about a Steinlite Moisture Tester. Now—during the peak season of use—is the time to find out what a Steinlite will do for you. Just ask any of the 4,000 users. There are undoubtedly several near you. Just ask us to name them. Incidentally, there are more Steinlites in use than all other electric moisture testers combined.

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Chicago 6, Illinois

Steinlite is FAST . . . with it, a moisture test is made in one minute by an experienced operator; in 2 or 3 minutes by almost any operator.

Steinlite is ACCURATE . . . checks against official government oven method. Made by a pioneer organization of radio engineers.

Steinlite is EASY TO USE . . . almost as easy as tuning in a radio. Operated on the electrical impedance principle. Sold on 10-day Free Trial. Prompt shipments on orders placed now.

**SEEDBURO**  
EQUIPMENT COMPANY





### Carloadings Slump Slightly

Carloadings of grain and grain products slumped slightly during the past several weeks, but still are running ahead of previous years' records, as shown for the weeks ending:

	1943	1942	1941
Dec. 4 .....	56,351	44,278	42,754
Nov. 27 .....	50,885	39,093	40,902
Nov. 20 .....	55,055	45,758	41,022
Nov. 13 .....	51,995	41,340	40,297
49 wks (+000)	2,504	2,045	1,910

### Grain Exports Up 46%

Export grain unloaded at tidewater during November totaled 4,772 cars, compared with 3,259 the year previous, a gain of 46%. 2,285 cars were unloaded last month.

### Canadian Clearances Soar

Export clearances of wheat and feed grains from Canada to the U. S. passed the 88 million bu mark for the period from Aug. 1 to Nov. 18.

### Buy More Canadian Wheat

With 53 million bu of Canadian wheat purchased by CCC up to Dec. 4, 150,000,000 bu is the figure established as a minimum needed for feed before July 31, 1944.

### Australia's Crop Off 43%

The currently harvested Australian wheat crop is estimated at 89,000,000 bu, off 43% under last year's, and the smallest since 1919 with the exception of 1940-41. Smaller yields and curtailed acreage account for the reduction.

### PITY THE DEAD

Salesmen: "Porter, get me another glass of ice water."

Porter: "Sorry, suh, but if an takes any mo 'ice, dat corpse in de baggage car ain't going to keep."

### Record Argentina Crop

A near record 312,000,000 bu wheat crop is forecast for Argentina, surpassed only in 1928-29 and 1938-39. Climatic conditions have been ideal. Last year's crop totaled but 235,000,000 bu, and the 5-yr. average is 248,000,000 bu.

### WHEAT GRIND JUMPS

According to USDC, 995 mills ground 48,689, 821 bu of wheat during October, as compared with 45,565,340 bu ground the preceding month by 998 mills, and 47,703,035 bu ground in Oct. 1942 by 1,076 mills. 81% of the grind was by 182 mills with 901 bbls capacity and over.

### CORN GRIND TAPERS

Corn ground for domestic consumption by 11 refiners during November totaled 10,650,206 bu., compared with 10,773,300 bu last month and 10,469,011 bu during Nov. 1942.

### ANCIENT RATIONING

On this continent food is slightly rationed. In Britain it is severely rationed, and in Nazis occupied countries it is drastically rationed.

But rationing is nothing new. A friend has supplied us with a clipping taken from the "Washington Evening Star" which gives details of rationing used in China as far back as the year 1111 B. C. The method was simple and most effective. Each housewife was supplied with a piece of thin rope of a certain length. The rope was bound at one end with the official seal of the government, and the other end of the rope was loose. Retailers and merchants were from time to time supplied with a list requiring that for each kind and quantity of food purchased a certain length of rope should be snipped off with shears; a certain length cut off

for a pound of rice, a different length for a pound of fish or meat and so on. When the rope was exhausted the housewife was "out of luck" so she was bound to be thrifty.

From this method no doubt comes the old saying "He has come to the end of his rope." So once again we see the wisdom of the great writer Ecclesiastes of old "and there is no new thing under the sun."—Searle Grain Co., Ltd., Winnipeg.

### Power Analysis Value

It is fairly obvious that the building of any grain elevators, the development of "unique" structures, and the installation of new machinery and new handling methods taken from other industries and applied to grain, is going to be for some years to come of only academic interest.

There is, however, potent possibilities in the realm of improving the grain elevators we already have—and that applies particularly to power. Insufficient thought or study has been given that phase of grain elevator operations, and in most cases the obvious course of hooking up to a power company's lines has been followed.

The load factor of a grain elevator is probably the worst in the experience of utility companies, and of course the grain elevator is penalized on that account. The value of an improvement to the power situation in a grain elevator can be proven beyond doubt, and I am not extremely dubious about the management of any grain concern being in a receptive mood to a proposal to dig up new money for improvements in a flourishing business.—D. B. Fegles, Minneapolis.

### IT'S PLAIN SENSE TO BUY MORE BONDS!

It's plain common sense to buy war bonds. War Bonds represent only a temporary sacrifice. The money you invest today will come back at the rate of \$4 for every \$3 if you hold the bonds to maturity.

The money you lend your government becomes a fighting invasion asset against your personal foe—the Axis. If you don't think this is your personal fight just take a look at the newspaper. You'll find ample evidence of the brutality of the Axis toward innocent civilians in conquered nations.

One more vital thought to keep in mind is to consider just how far you will go in buying War Bonds during the Third War Loan. Every American who wears a uniform, every American who is on the fighting lines deserves every bit of support you can give him. He is counting on the home front and that's you. Buying an extra \$100 War Bond today above your regular War Bond buying is the least you can do to back the attack.

### Fire and Dust Proof Removable Section

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## ELEVATOR CASINGS

## SPIRAL CONVEYORS AND BOXES

## SPOUTING AND BLOW-PIPING

## THE "MILWAUKEE" CYCLONE DUST COLLECTOR

## COMPLETE ELEVATING, CONVEYING AND DUST COLLECTING SYSTEMS

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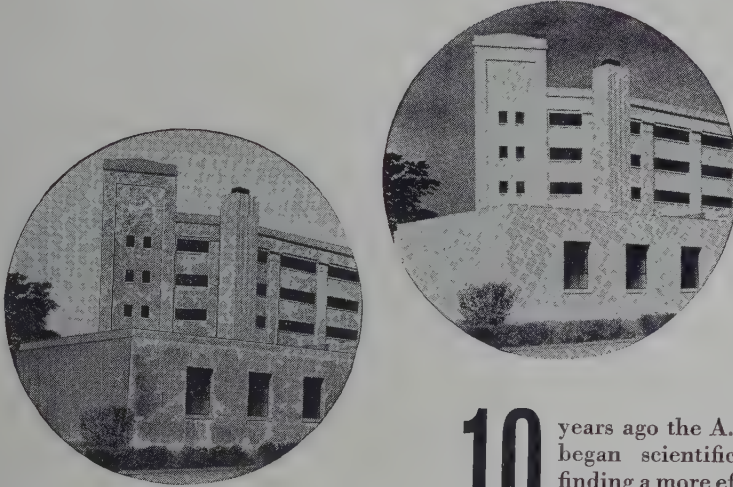
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Four years of laboratory work led finally to WATERFOIL . . . an irreversible inorganic gel which hardens into a heavy coating of microscopic sponge-like character and practically "welds" itself into the minute voids of masonry materials. The laboratory tests were followed by six years of application to many structures. The results confirmed its superiority.

We now offer WATERFOIL for general use as a unique treatment for exterior masonry surfaces. "Waterfoiling" impedes water penetration, lengthens the life of masonry materials and beautifies the structural surface. "Waterfoiling" requires no skilled labor in its application. WATERFOIL is made of non-critical materials . . . it is not a paint . . . it contains no Linseed Oil—Casein—Resin Emulsion or Cement. No priorities are involved. *It is immediately available!* Write today for full details.

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BUILDING MATERIALS DIVISION  
LONG ISLAND CITY 1, NEW YORK



## WATERFOIL

THE UNIQUE TREATMENT FOR EXTERIOR MASONRY SURFACES



## ABSENTEEISM REDUCED IN CHICAGO PLANT

The percentage of absenteeism in General Mills Chicago cereal plant has been diminishing over a period of the last few weeks. During the first 13 weeks of this year, absenteeism ranged from 4.19% to 2.58%, for an average of 3.03%.

In February a concerted drive to lower this figure was started. Several factors have been important in this program and have caused the amount of success which has derived from it.

1. The foreman or forelady calls each person who is absent to find out why the individual did not report for work. (Most employees call in or make previous arrangements when it is necessary to be off and need not be called in this way.)

2. A pink time card is put in the rack when an employee is absent. Upon return to work he writes down the reason for the absence. The foreman tries to help the employee understand what difficulties arise because of his absence.

3. The important phase of the program is the attempt on the part of the foreman to help the employee avoid loss of time through absence. Sometimes he changes the employee's day off so he can do what he wants and still get in a full week's work.

Where possible, it is arranged that the employee trade shifts with another employee in order to avoid being absent. This co-operation on the part of our foreman and employee is a "success-factor" in our program.

4. A special "Attendance Record" bulletin board shows the hours of absence each day of the month by departments. Each department is divided into teams with 10 to 15 employees on each team. There is keen competition between these teams to see which can show the least hours of absence.—*The Mill Wheel*.

## Distribute Tax Forms

The importance of early distribution of Form W-2 to employees cannot be too strongly emphasized. This shows total wages paid during the current calendar year and the amount of income and Victory tax withheld. Jan. 31 is the deadline for such distribution, together with the employer's quarterly report of taxes withheld. But it is highly important that every employer learn immediately about his duty to prepare the forms and to make, in advance of January, any necessary preparations for the task.

## Says Everyone Profited

If everyone had as enjoyable a time at the SOGES meeting in Duluth and Fort William as we did then we know the work and preparation was more than worth while. We think everyone profited from the experiences on the various subjects discussed. One of the best combinations we know of, to shake off the cob-webs of every day work and see what the other fellow has to contend with is to combine the trip to the convention with one's vacation.—Herbert C. Brand, Quaker Oats Co., Cedar Rapids.

## SUFFOCATES IN BIN

Sent to the cupola to aid the discharge of feed from a choked chute into a bin, Thomas H. McCarthy, 52, was suffocated when trapped in a 72 ft bin into which he fell last month in a Lincoln, Neb., grain plant. It was thought he fell or was knocked from the swing suspended over the chute. It was some time before his fall was discovered, as no one accompanied him or witnessed his fall.

## SOYBEAN DUST IGNITES

Dust in the dust collection system of the Quincy (Ill.) Soybean Products Co. became ignited and firemen had to chop holes in the piping to get at the blaze. Fortunately no beans were damaged.

## SOYBEAN DRIER IGNITES

Soybeans in an overheated drying unit are reported to have ignited in a recent Nebraska City, Neb., grain plant fire.

## BLAST FOLLOWS FLAME

Shortly after the first alarm, an explosion rocked the flame-enveloped old 5-story David Stott Milling Co. plant in Detroit recently, threatening an adjoining war plant for some time. A piece of roofing dislodged by the blast injured a fireman. Five fire alarms brought 25 engine companies.

## MILLION DOLLAR BLAZE

Damage estimated at \$1,000,000 was suffered when fire swept the grain and feed plant of the S. P. Milling Co. at Moorpark, Cal. The warehouse was a complete loss.

## KILL TWO FIREMEN

Two volunteer firemen were buried beneath tons of grain while fighting the blaze which literally devoured the George Schalick & Sons feed mill in New Jersey—a complete loss estimated at \$200,000.

## ANOTHER REDUCED TO ASHES

The large sub-terminal elevator operated by the Diamond Mills, Evansville, Ind., was reduced to ashes by fire on Sunday night, Nov. 28. Firemen reported fire broke out at the top of the building and quickly spread to the ground floor.

## MILL TOTAL LOSS

The 700 bbl flour mill, two warehouses filled with grain, and the office building of the Diamond Flour Mills at The Dalles, Ore., were totally destroyed by fire recently. Kerr, Gifford & Co. were the owners.

## ANOTHER BIG LOSS

Hunter Milling Co.'s old wooden elevator headhouse at Wellington, Kan., was destroyed by fire causing loss of well over \$250,000, largely to 150,000 bu of wheat.

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## Back to Normal Soon

For the past few days I have been getting to the office in the afternoons, after my bout with a recalcitrant gall bladder and appendix, both of which were removed last month. I have been very fortunate in making a good recovery and I hope that with reasonable attention to instructions I will get back to normal in a couple of months.



Want to thank you for the very kind enquiries that were made. It seems to me "GRAIN" must have spread the news of my illness rather widely as I had telegrams and letters from a great number of the Chapters and members. I hope to get to acknowledge these before very long.—R. B. Pow, Reliance Grain Co., Ltd., Fort William, President, Society of Grain Elevator Superintendents.

## POLAND'S PLIGHT TOLD

The plight of the civilian population in Poland was divulged before the regular monthly meeting of the Minneapolis SOGES Chapter on Dec. 7th. R. T. Schaeffer, Manager of the Hennepin County Red Cross, was the narrator. A buffet supper preceded the meeting.

## Safety Meeting Dates

A bulletin from the Hennepin County Safety Council shows the dates for the Annual Occupational Safety Conferences as Jan. 24, Feb. 28, Mar. 20 and Apr. 17. All meetings will be held at the Nicollet Hotel.—Clarence W. Turning, Minneapolis,

**HOT AND COLD CEREAL SUPER-INTENDENT** (\$5500-\$6000) and Packaging Room Foreman (\$3500-\$4000) wanted for splendid connection. Give full details of your experience to Mr. Badgley, Booz, Allen & Hamilton, Room 2340, 135 S. La Salle St., Chicago 3, Ill., or phone STate 8070.

**CAPABLE SUPER** with ample executive ability and initiative would like to make a permanent connection with a progressive firm as their terminal elevator superintendent. University education in general business; 12 years experience in grain inspection, weighing, etc.; 2 years as elevator supt. for large milling concern; 39 yr. old, married, 3 children; good habits, splendid references. Salary \$250 per month to start. Address 3XI, % "GRAIN", 1078 Board of Trade, Chicago 4, Ill.

**WEST COAST SUPER** wants new connection. Well schooled in Chicago for 11 yrs at Bartlett-Frazier's "Calumet" Elevators. In Pacific Northwest export houses for 22 years. Experience covers drying, bleaching, cleaning, blending for protein, mixing to Federal grades, test weight, etc. Big hobby is washing wheat. Excellent references from exporters, milling companies, leading grain houses—both previous employers and customers. Write Robert G. Hunt, 707 S. Sheridan, Tacoma 6, Wash.

## Navigation Closes

Navigation is closed, except for the possible odd boat for storage which should not tax any of us here very much. We have had a grand fall, but Mother Nature has at last decided to assert herself and it's been plenty below zero lately.

Wish all the boys a very merry Christmas and a Grand New Year from us all here.—Fred A. Sibbald, National Grain Co., Ltd., Sec'y, Fort William-Port Arthur Chapter SOGES.

The fellow who thinks his job is beneath him is soon apt to find it behind him.

## A New SOGES Member Writes

I wish to acknowledge receipt of your membership card in the Society, together with your friendly letters. The invitation extended to me to attend the gatherings of the Association is warmly appreciated. I am afraid, however, that in these days of restricted travel I shall have to be content with reports of such activities, from time to time, in your publication "GRAIN", instead of attending in person. Such reports will be read with increased interest, likewise any further informative articles relating to the grain industry.—E. C. Howes, Verdun, Montreal.

## When A Laddie Meets A Lassie



## Comin' Thru The Grain

**OKAY Boys!** You know the rest of the story . . . ! There'll soon be descendents galore, to chisel into your profits. There'll be soiled grain, empty husks, loss of yield in the mill-

ing. 3 to 5% is what the experts figure your loss when the wee weevils get to work, 3 to 5% is a nice return on any investment and far too big a loss to accept complacently . . . **WHEN YOU DON'T HAVE TO!**

**LARVACIDE** is a tear gas with 19 years' excellent reputation for effectiveness and all-around economy in Pest Control in Milling and other industries. It comes as a liquid, which upon application, volatilizes into a powerful, penetrating gas, which makes its presence unmistakably known to humans—a most important safety consideration for your men.

**LARVACIDE** is stocked in major cities, in cylinders 25-180 lbs. and handy 1 lb. dispenser bottles, each in safety can—6 or 12 to wooden case. **LARVACIDE** literature tells in layman's language how to control every kind of granary pest, including rodents without carcass nuisance.

# Larvacide

can safeguard your investment and cut your losses to the irreducible minimum by stopping weevil in their tracks, actually putting a crimp in millions before they ever get started. For one of **LARVACIDE**'s great advantages is its ability to penetrate the grain kernel and destroy the egg life within . . . along with the larvae and adult weevil.

Knowing, and making the most of the **LARVACIDE** story can mean the difference between Profit and Loss in handling your grain. Write for that story today—**RIGHT NOW!!**

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## CHICAGO STAG IN JANUARY

Postponed because of an unusually busy December, the Chicago SOGES Chapter's annual Associates' Night dinner is now scheduled for January. Tentative plans also call for their annual Ladies' Night dinner-dance to be held in February or March, according to President Gordon E. Laugen, Archer-Daniels-Midland Co.

H. G. Onstad, contractor; Marshall George, B. I. Weller Co.; Ingram Richardson, Richardson Scale Co.; Parke Burrows, Seedburo Equipment Co., and Russell Maas, Screw Conveyor Corp., comprise the active Associates Committee who are making arrangements for this unique feature in this year's program.

President Laugen also has initiated steps laying the groundwork for committee activity for the SOGES' annual convention to be held in Chicago, June 16-17-18—the city's first since 1935.

## Whose Plant on Cover?

"Whose plant was that on the November cover of 'GRAIN'?", everyone was asking after its delayed issuance caused by government printing preparations, et. al., for the forthcoming 4th bond drive next month. Paul Konopatzki of Minneapolis could tell you without taking a second glance.

This copywrited Associated Press photo, upon which the "exclusive" reproduction rights recently expired, carried this caption when it originally appeared in the Minneapolis Sunday Tribune—"No, not a modernistic fantasy! It's a very material piece of masonry. This represents an odd study of the 3,500,000 bu elevator of the Bunge Grain Corp. in southeast Minneapolis. Two lads are looking up at the structural wonder." The photo was taken at a 45° angle, but the

treatment our artist gave it adds considerable.

## Answer To Last Month's Puzzle

Have you identified the four Marines described in last month's puzzle? If not, here they are:

Dan is the Kanaka fencer, from So. Dak.; Adam is the Indian hutmaker from Tex.; Ben is the Lithuanian engineer from Maine, and Charlie is the Javanese gunner from Nevada.

How right were you, and do you have another equally intriguing puzzle to foist on your suffering-reader-kin? Let's have it.



## A GAME GUY'S PRAYER

Help me to be a sport in this game of life. I don't ask for any place in the lineup; play me anywhere you need me. I only ask for the stuff to give you one hundred per cent of what I've got. If all the hard drives seem to come my way, I thank You for the compliment. Help me to remember that You won't ever let anything come my way that You and I together can't handle. And help me to take the bad breaks as part of the game. Help me to understand that the game is full of knots and knocks and trouble and make me thankful for them. Help me to get so that the harder they come the better I like it.

And help me to always play on the square. No matter what the other players do, help me to come clean. Help me to study the Book so that I'll know the rules, and to study and think a lot about the Greatest Player that ever lived and other great players that are told about in the Book. If they found out that the best part of the game was helping other guys who were out of luck, help me to find it out, too. Help me to be a regular feller with the other players.

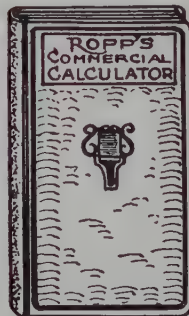
Finally, if fate seems to uppercut me with both hands and I'm laid on the shelf in sickness or old age or something, help me to take that as part of the game, too. Help

me not to whimper or squeal that the game was a frame-up or that I had a raw deal.

When in the falling dusk I get the final bell, I ask for no lying complimentary stones. I'd only like to know that You feel I've been a good guy.—*California Retail Grocers Advocate.*

## Biggest Little Book

Ever Written  
for Rapid Calculation



Eliminates errors in business figuring. Calculates quantities of any grain up to a carload. Also cash values of grain, cattle, hogs, produce, etc. Figures wages, interest, etc. Contains 196 pages of arithmetic short cuts. Handiest book you ever saw. Bound in kraft leather—\$2.00 postpaid. Order today. Ideal for Christmas gifts. Money-back guarantee. Free circular.

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# 180,000 Sq. Feet of Surface renewed with GUNITE and SURFACITE!

THE KELLOGG CO.,  
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All the cracks in this fine-looking elevator were repaired by forcing tough-bonding Gunite into them at a high pressure.

Then the whole structure was thoroughly waterproofed with an extra thick coating of Surfacite.

For a better than new job, write

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## ON DUST EXPLOSIONS

Established as a first line of defense, in elevator legs, the Robertson Safety Ventilator puts a quick end to disastrous depredations of Dust Explosions, by hustling them out through vents.

Secondary blasts are prevented and primary explosions curtailed by the ceaseless gravity operation of Robertson Safety Ventilator which perpetually vents fine dust from elevator legs. Be on the safe side with Robertson Safety Ventilators. Write for descriptive literature today.

**H. H. ROBERTSON CO.**

Farmers Bank Bldg.

Pittsburgh, Pa.



## Always Wrong

Whatever I say it will be wrong. If I tell you A-D-M's Cliff MacIver, up in Minneapolis, is leading in the new membership campaign, then just as sure as you've got bin-burnt grain, Lloyd Forsell of Chicago will turn in one more than Cliff has. At least that is the way it has been for two months. First one is ahead and then the other. At this very instant, however, Lloyd Forsell, Chicago Chapter Vice President with Albert Schwill & Co., maltsters, has the edge by one over Cliff's five.

Jim Kier of Standard Milling Co., Kansas City's Sec'y, just nosed Jim Auld, Hales & Hunter Co., Minneapolis Chapter's Sec'y, out of third place with four new members he promises to bring to the Chicago convention in June, so this scrap is taking on all the outward appearances of a multi-cornered Chapter feud. Fred Myers, Cleveland Grain Co., Indianapolis, is holding steady with two to his credit.

Scratching the line for one new member apiece, which is something we all could do with very little effort, and to the mutual benefit of the new members we interested in belonging, are:

Gilbert P. Lane, Arcady Farms Mlg. Co., Chicago.

Frank Jost, Gerstenberg & Co., Chicago.

Herbert C. Brand, Quaker Oats Co., Cedar Rapids.

Andrew Rankine, Canada Malting Co., Montreal.

Roland J. Lane, B. & J. Milling Co., Jersey City.

Ralph Wilson, Industrial Erectors, Inc., Chicago

and myself. And I'll keep you informed of our progress every month now, so give me something to report.

—Harold C. Wilber, A. E. Staley Mfg. Co., Decatur, Ill.

## New SOGES Members

We on the SOGES Membership Committee are mighty proud to report a fine group of new members in our Association. Memberships seem to be coming in at an accelerated rate, and the splendid work carried on during years gone by will pay the Superintendents' Society ascending dividends in my estimation.

Considering the excellent response we had to Oscar Olsen's idea a few years ago of two competing membership teams, the losers to eat an 8-course meal of beans, I am quite disposed to see if this arrangement cannot be satisfactorily duplicated and the current high rate of new members even increased a bit further. So if I write to you that you are on the "Dockage" or the "Splits" teams, I know you will accept the assignment and go to work.

On behalf of the Society I am mighty proud to present our newest members, including those since this work became my responsibility at convention time. They include:

547 Charles J. Winters, Public Grain Elevator, New Orleans.

548 Norman Olson, Archer-Daniels-Midland Co., Superior, Wis.

549 Orland W. Lehnus, General Foods, Inc., Kankakee, Ill.

550 A. C. Watkins, Sec'y, Cleveland Grain Co., Cleveland.

551 Thomas Lee Brittain, Blair Elevator Corp., Atchison, Kan.

552 Fred H. Hoffman, Early & Daniel Co., Indianapolis.

553 William H. Gravatt, Davis-Noland-Merrill Grain Co., Kansas City.

554 Charles E. Harbin, Underwriters' Grain Association, Chicago.

555 D. H. Douville, Underwriters' Grain Association, Chicago.

556 Frank J. Kohout, A. C. Horn Co., Minneapolis.

557 Harmon F. Norton, Apple River Mill Co., Minneapolis.

558 Lawrence Hoskins, Iowa Milling Co., Cedar Rapids.

559 Russell B. Millburn, Honeymead Products Co., Cedar Rapids.



560 Edward C. Howes, Dominion Gov. Dept. of Grain Inspection, Montreal.

561 Bernard J. Owens, Manager, B. & J. Milling Co., Jersey City.

562 Sidney I. Cole, Industrial Erectors, Inc., Chicago.

563 Alan B. Wilson, Charles W. Sexton Co., Minneapolis.

565 Herbert L. Wilkins, Minneapolis Mills, A-D-M Co., Minneapolis.

566 Clare W. Cornelison, Dickinson Feed Mill, A-D-M Co., Minneapolis.

567 Al E. Lundquist, Innis Speiden & Co., Chicago.

568 Harry Hanson, The Glidden Co., Chicago.

## Re-Installments

In addition to these twenty-two model members, I am further gratified to report the following have re-instated their memberships—and we know a lot of others are going to follow suit shortly:

211 Andrew Turnquist, Archer-Daniels-Midland Co., Superior.

107 Frank Stafford, Gerstenberg & Co., Hammond, Ind.

240 Leonard Berg, Underwriters' Grain Association, Chicago.

442 O. B. McCall, Farmers Union Jobbing Ass'n, Topeka.

69 John F. Heimovics, Rodney Milling Co., Kansas City.

81 Arthur F. Keenan, U. S. Rubber Co., Chicago.

187 Ray Mons, Benjamin Elec. Mfg. Co., Chicago.

481 Bernard Friel, State Inspection Dept., St. Paul.

Analyzing our gain, there are a couple of SOGES Chapters that do not show the progress in this department as does Chicago with its 10 new additions, the non-chapter group with the same number of new faces among them, Minneapolis with their 7, or Kansas City with their 3. Don't know whether Chicago can keep their lead over Minneapolis, but it's a challenge. And if you need my help in approaching a high caliber prospective member—of the type we now know the Society to contain—just write me.—Harold Wilber, A. E. Staley Mfg. Co., Decatur, Ill.

## Bonus Complications

Bonuses cannot always be paid without figuring same in as base pay when overtime is calculated. WHA rules that where employers pay a bonus on a prearranged basis, they must prorate that payment over weekly periods to determine regular rates of pay.

## Greetings

from

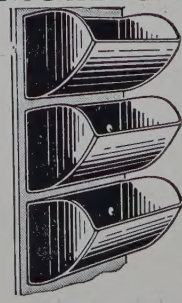
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MILL and ELEVATOR  
MACHINERY  
AND  
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## MORE CAPACITY!!



Send for our Form 35 to find out how you can get maximum capacity and efficiency from your elevator legs with

**CALUMET**  
Super Capacity  
**CUPS**


B. I. WELLER CO.  
Sole Manufacturers  
327 S. La Salle  
St., Chicago 4, Ill.

## Holiday Greetings

**Zeleny Thermometer System**

9 SO. CLINTON ST. CHICAGO 6, ILL.





*B*ECAUSE we cannot  
greet all our customers  
and friends face to face  
we are happy that the  
Holidays offer the oppor-  
tunity to say "Thank You"  
and to wish you a Merry  
Christmas and a Happy  
New Year.

**THE DAY COMPANY**

810 — 3rd Ave. N. E.

Minneapolis, Minnesota

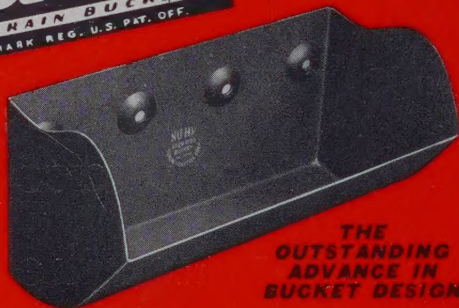
In Canada: The Day Company of Canada, Ltd.



IT'S ABOUT TIME  
WE CHANGED OVER  
TO "NU-HY"  
BUCKETS

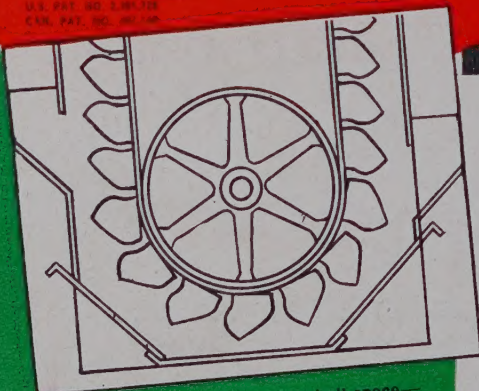
THAT'S RIGHT  
OUR OLD BUCKETS  
CAN'T GIVE US WHAT  
WE WANT IN TIMES  
LIKE THESE

**THE Nu-Hy**  
GRAIN BUCKET  
TRADE MARK REG. U.S. PAT. OFF.

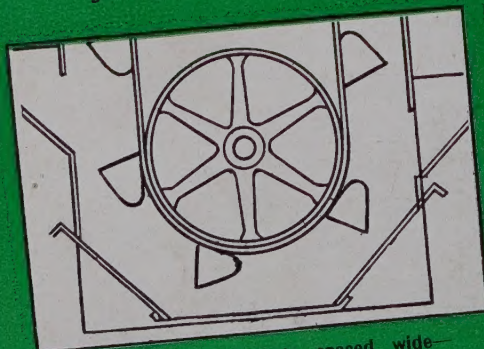


THE  
OUTSTANDING  
ADVANCE IN  
BUCKET DESIGN

U.S. PAT. NO. 2,347,128  
CAN. PAT. NO. 602,740



THE "NU-HY" WAY—No idle belt space—  
Smooth, even pick-up—Less damage to  
grain—Maximum capacity.



THE OLD WAY—Buckets spaced wide—  
Damaged Grain—Undue Wear on Equipment—  
Limited Capacity.

EVERY elevator operator faces the responsibility of getting as much out of his elevator legs as is possible in these critical times of less available help and added overtime costs.

Under these conditions, and with critical materials not obtainable for extensive remodeling, elevator operators can still secure an increase in capacity up to 100% with no other change than in the buckets—from the present type to the "NU-HY" type.

"NU-HY" design is the thing . . . it permits closest possible spacing, utilizing every inch of belt space. The bucket sides are higher and so is its lip . . . hence, it carries more too! Thus with more buckets on the belt and with greater load carrying ability . . . smoother pick-up and cleaner discharge . . . the answer is *greater capacity*.

Actual case studies prove the point. "NU-HY'S" have replaced conventional buckets in over 5,000 installations in 3 years. May we send you our Capacity Analysis Form No. 76 and make an analysis of your system? Write today. Our recommendations are absolutely guaranteed.

**Screw Conveyor Corporation**

707 HOFFMAN ST.

HAMMOND, IND.

ENGINEERS



MANUFACTURERS

TRADE MARK REG.

U.S. PAT. OFFICE